

## Vision

**The right people, for the right job, at the right time**



## Goals

- ◆ Redefine workforce duties and skills needed for the globally-networked environment
- ◆ Transform and reskill the civilian workforce
- ◆ Foster leadership development
- ◆ Emphasize mentoring and career counseling
- ◆ Market career opportunities



## Communications and Information Career Program (CICP)

The CICP offers career advice, job referral, training, tuition assistance, career broadening and internships to Air Force employees working in the Communications, Computers, Information Management and Visual Information areas.

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**HQ USAF/XI-2**

**Communications and Information  
Career Program Policy Chair**

The communications and information civilian workforce, numbering more than 24,000 proud professionals, provides reliable and integrated information for the war fighter and is an integral part of the U.S. Air Force Total Force.

**Communications and Information**

## Strategic Plan for Civilian Workforce Transformation



**Integrity  
First  
Service  
Before Self  
Excellence  
in all we do**

## CSAF Sight Picture

The goal of Civilian Force Development is to identify cross-functional paths that will expose our civilians to a broader scope of Air Force operational activities in preparation for senior leadership positions. If this sounds good to you, we want to create opportunities for your professional education, advanced academic degrees, broader assignment experiences and upward mobility and -- because you are motivated to advance -- we expect you will take full advantage of these opportunities. Secretary Roche and I are also expecting our commanders and supervisors to encourage our most talented civilians to seek out these paths toward increased responsibility and assist them in reaching their goals and their potential.



**Gen John P. Jumper, CSAF, 2003**

## CICP Policy Council Chair

I view the development of the C&I civilian workforce as crucial to our total force mission readiness. It is our goal to ensure that C&I civilians are provided professional development and career assignment opportunities to fulfill their potential within the Air Force.



**Rob C. Thomas, SES, AF/XI-2, 2003**

## Air Force Corporate Vision:

### *Developing civilian leaders who will:*

- Share the mantle of leadership with the officer corps
- Serve the Air Force where and when needed
- Think strategically and be technically adapt
- Possess broad and diverse experience
- Set the example for tomorrow's workforce

## Air Force Civilian Leadership Development Plan Goals:

- Achieve the best leadership mix for the Air Force
- Provide a well-defined framework for progression
- Strengthen understanding of the Air Force's warfighting mission
- Recruit and retain a quality workforce
- Develop managerial and technical competencies
- Obtain legislative authority and resources

## Pillars of professional development

### **Education:**

Post-Secondary Education  
Professional Military Education  
Professional Education

### **Depth:**

Experience at different echelons of the Air Force

### **Breadth:**

Experience across various mission areas of the Air Force

### **Notional Qualifications for Career Progression:**

**SES** -- GS-15 qualifications plus 3 levels of command

**GS-15** -- GS-14 qualifications plus SSS

**GS-14** -- Master's degree & ISS complete

Experience 2 mission areas

Experience 2 levels of command

**GS-13** --

Bachelor's degree & PME

Experience 2 mission areas

### **Scope Champion Program**

Groom C&I civilians to be highly competitive for GS-14/15, and SES positions

